



VA WORKFORCE DASHBOARD

ISSUE ONE

MAY 26, 2023

Published Monthly on the Fourth Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world class diverse and inclusive workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

- Veterans Benefits Administration (VBA) averaged 125 on-the-spot job offers at February hiring events
- Memorandum of Understanding reached with National Federation of Federal Employees to reduce the hiring process by a few weeks for some clinicians in Veterans Health Administration (VHA) and Vocational Rehabilitation Counselors in VBA.



Top Risks

- Time to publish policy and make permanent changes to systems to implement human capital and payroll authorities



Employee Voice

A new hire in the extended care and rehab department says that the mission drew her to VA. "My grandpa is a Veteran, so I just wanted to come support them and take care of them. I just have a special place in my heart for them and wanting to give back is my biggest thing, because they've given their whole lives up for us and our freedom, so what can I do to help with their health care? Just trying to be the best positive person I can be for them and a smiling face."

OVERALL VA WORKFORCE OUTCOMES



IN THIS SECTION

We measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

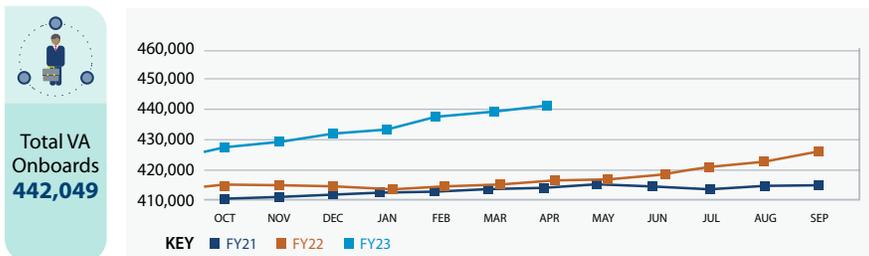
VA FY23 Overall

(as of 04/30/2023)

FY23	VA	VHA	VBA	NCA	VACO
Onboards	442,049	393,456	28,603	2,236	15,595
Hires	37,113	32,921	4,120	328	827
Losses	18,977	17,026	1,356	213	621
Time to Hire	114 Days	116 Days	56 Days	62 Days	85 Days

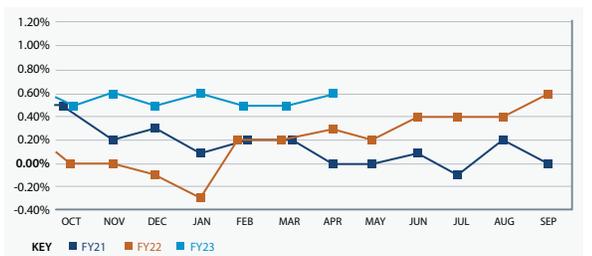
VA Cumulative Onboard

(as of 04/30/2023)



VA Percentage Growth Onboard

(as of 04/30/2023)



VA Hiring FY22 vs. FY23

(10/01/2022-04/30/2023 as compared to 10/01/2021-04/30/2022)

Same Period Last Year (SPLY)

- +8% SPLY** Announcements
- +49% SPLY** Applications
- +10% SPLY** Certificates
- +30% SPLY** Selections
- +18% SPLY** Entries on Duty



IN THIS SECTION

We measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

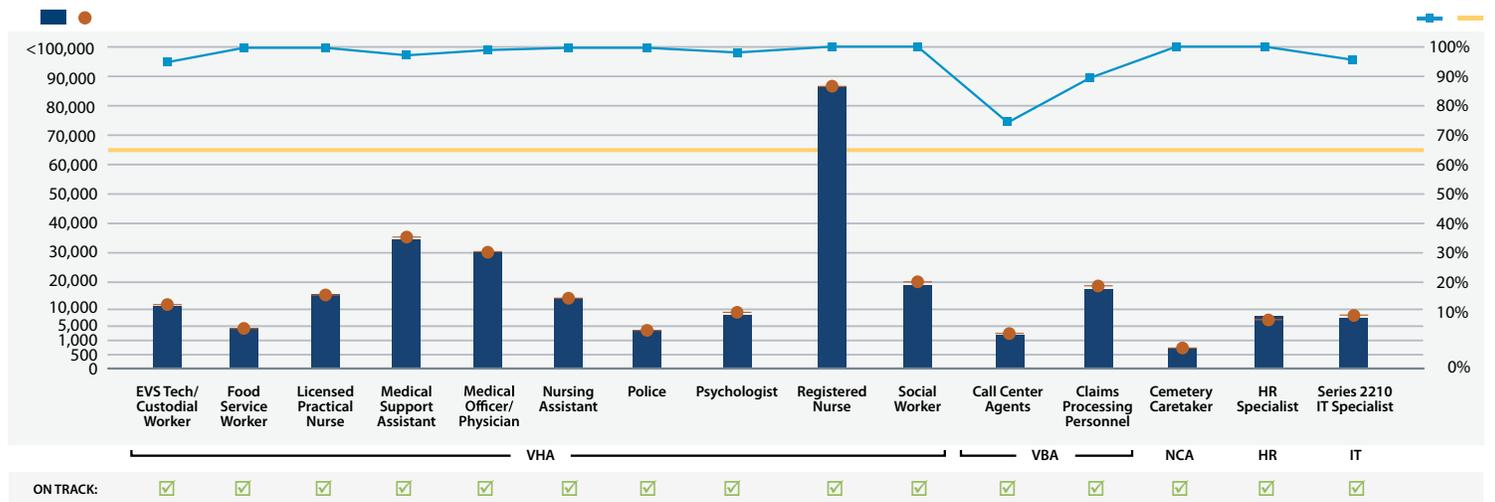
Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 04/30/2023)

		Current Onboards	Percent of Goal	EOY Goal for Onboards
VHA	VHA Overall	393,456		
	VHA MCOs Total	139,838	>100%	139,138
	VHA Additional Key Specialties Total	83,673	98%	85,641
VBA	VBA Overall	28,603		
	VBA MCOs Total	19,912	90%	22,214
NCA	NCA Overall	2,236		
	NCA MCOs Total	671	>100%	655
HR	HR MCOs Total*	7,690	>100%	7,000
IT	OIT Overall	8,524		
	Series 2210 IT Specialist Total**	7,567	96%	7,892

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

*HR positions Enterprise-wide **IT Specialist positions Enterprise-wide



KEY ■ Onboard ● Goal Onboard — Percent — Percent Through FY23 (65%)



Highlighted Occupations Time to Hire

(as of 04/30/2023)

OCCUPATIONS		TIME TO HIRE (IN DAYS)
		MEAN
VHA 	VHA EVS TECH/CUSTODIAL WORKER	141
	VHA FOOD SERVICE WORKER	121
	VHA LICENSED PRACTICAL NURSE	134
	VHA MEDICAL SUPPORT ASSISTANT	92
	VHA MEDICAL OFFICER/PHYSICIAN	147
	VHA NURSE ASSISTANT	118
	VHA POLICE	122
	VHA PSYCHOLOGIST	153
	VHA REGISTERED NURSE	125
	VHA SOCIAL WORKER	130
VBA 	VBA CALL CENTER AGENT	69
	VBA CLAIMS PROCESSING PERSONNEL	44
NCA 	NCA CEMETERY CARETAKER	59
HR 	VA OVERALL HR SPECIALIST	64
IT 	VA OVERALL IT SPECIALIST	89



Retention Rates for Highlighted Occupations

(as of 04/30/2023)

OCCUPATIONS		NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
VHA 	VHA EVS TECH/CUSTODIAL WORKER	48.3%
	VHA FOOD SERVICE WORKER	45.3%
	VHA LICENSED PRACTICAL NURSE	74.8%
	VHA MEDICAL SUPPORT ASSISTANT	65.9%
	VHA MEDICAL OFFICER/PHYSICIAN	79.9%
	VHA NURSE ASSISTANT	67.8%
	VHA POLICE	73.1%
	VHA PSYCHOLOGIST	78.7%
	VHA REGISTERED NURSE	82.3%
	VHA SOCIAL WORKER	85.7%
NCA 	NCA CEMETERY CARETAKER	59%
HR 	VA OVERALL HR SPECIALIST	69%
IT 	VA OVERALL IT SPECIALIST	72%



IN THIS SECTION

We measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).



JOB FAMILY/OCCUPATIONS

(as of 04/30/2023)

JOB FAMILY/OCCUPATIONS	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	TOP 5 REASONS FOR LEAVING
Medical Officers/Physicians	1,614	81%	82%	Personal matters, Relocation, Insufficient pay, Poor working relationship, Change careers
General Administration	551	76%	80%	Opportunity for advancement, Change career, Job stress, Insufficient pay, Unethical Behavior
Psychologists	59	71%	67%	Relocation, Job stress, Personal matters, Lack of autonomy, Part-time/intermittent work not offered
Social Workers	151	82%	80%	Personal matters, Relocation, Desired work schedule not offered, Job stress, Change careers
HR Specialists and HR Assistants	37	72%	78%	Job stress, Change careers, Lack of training/development, Lack of trust/confidence, Too much work
Cemetery Caretakers	8	100%	100%	Change careers, Lack of training/development, Part-time/intermittent work not offered, Poor working relationship, Back to school
Claims Processing Personnel	32	81%	81%	Change careers, Job stress, Personal matter, Opportunity for advancement, Desired alternate work schedule not offered
Contracting Officers	26	68%	73%	Lack of training/development, Opportunity for advancement, Too much work, Change careers, Desired alternate work schedule not offered
IT Specialists	36	81%	86%	Lack of trust/confidence, Insufficient pay, Job stress, Change careers, Lack of career progression
All Occupations	4,376	78%	80%	Personal matters, Relocation, Opportunity for advancement, Change career, Insufficient pay

PACT ACT TITLE IX AUTHORITIES



IN THIS SECTION

We measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

AUTHORITIES	Pre-PACT Act (August 19, 2021–May 17, 2022)	Post-PACT Act (August 19, 2022–May 17, 2023)	CAP
Student Loan Repayment	492	700	N/A
Special Contribution Awards	18,776	27,915	N/A
Retention Incentives	42,311	33,043	N/A
Recruitment Incentives	1,933	5,537	N/A
Critical Pay Positions (Max: 200)	70	Pending OMB Approval	200
College Graduates (Max: 194)	New Authority	30	194
Post-Secondary Students (Max: 43)	New Authority	4	43
Toxic Exposure Fund (TEF) FTEs (Max: 2,382)	New Authority	2,376	2,382
Critical Skills Incentives	New Authority	7,844	N/A

(FTEs: Full-Time Employees)

Page One

Metric/Term

VA FY23 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.

Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY23

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include: Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.

This metric identifies the end of year onboard count targets for a specific occupation.

This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.

This metric identifies the number of days in the fiscal year by percent.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.

VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

 PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Toxic Exposure Fund (TEF) FTEs

Critical Skills Incentive

Definition

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This term identifies the time period before the PACT Act was signed into law. The term measures the same period as last year (SPLY) when compared to the Post-PACT Act column.

This term identifies the time period after the PACT Act was signed into law. The term measures the identified time period and is compared with the same period as last year in the Pre-PACT Act column.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

This term was created by Section 805 of the PACT Act and provides resources to invest in the delivery of Veterans' health care and benefits associated with exposures to environmental hazards during military service.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.